



Board of Trustees Meeting Minutes December 11, 2015 • Ephraim, Utah

Trustees Attending

Theresa Alder, Chair
Doug Barton
Scott Bushnell, Vice Chair
David Christensen
Leslie Kiesel
Erma Kaye May

Trustees Absent

McCall Grajek
Emilee Kuchenmeister
Michael McLean

Others Attending

Morris Haggerty, Assistant AG

College Personnel Attending

Gary Carlston, President
Jacob Dettinger, Finance VP
Steve Hood, Academic Affairs VP
Marci Larsen, Board Secretary
Rob Nielson, Athletic Director
Craig Mathie, Student Success VP

Welcome

Chair Alder called the meeting to order at 10:15 a.m. and welcomed everyone.

College Highlight

President Carlston introduced Rob Nielson, Athletic Director, to the board and thanked him for his leadership with the athletic program. Mr. Nielson recounted the football team's successful season and experience with the Salt City Bowl in Hutchinson, Kansas. He said the team was complimented for their behavior on and off the field while they were in Kansas, and he commended Coach Maughan and his coaching staff for a job well done. President Carlston said he too was pleased with the way the team represented Snow College, and Chair Alder added the trustees' appreciation for Mr. Nielson's leadership and for the players' actions. Mr. Nielson thanked the administration and trustees for their support.

Minutes

Chair Alder entertained a motion to approve the November 5, 2015 meeting. Trustee Barton so moved. Trustee Kiesel seconded the motion, and it carried unanimously.

Investment Report

Vice President Dettinger referred the trustees to Tab S in the agenda, and reviewed the October 2015 investment report. He noted this is the first month to see some recovery of the losses after the downturn in the economy and asked if there were questions. Hearing none, Trustee Christensen made a motion to accept and approve the report as presented. Trustee Barton seconded the motion, and it carried unanimously.

Investment Policy

Vice President Dettinger presented the final version of the Investment Policy, which has been discussed previously with the trustees. He said up until this point, the college has been using the USHE policy for investments and noted this policy will need to be approved by the Board of Regents, if the trustees approve it. He reminded the trustees of the college's interest in completing the basement of the Suites at Academy Square to provide more on-campus beds and said this policy would be used to borrow money from the investment pool. Chair Alder asked what rate would be used, and Vice President Dettinger said his office would evaluate market value and create a win-win, insuring the college and the investment pool were treated fairly. Trustee Kiesel made a motion to approve the policy. Vice Chair Bushnell seconded the motion, and it passed unanimously.

Personnel Policy: Employee Definitions and Work Hours

Vice President Dettinger briefly reviewed this new policy and indicated it is necessary to comply with the Affordable Care Act. Trustee Kiesel asked how the changes will affect adjunct faculty members, and Vice President Dettinger said that is the biggest challenge with the new regulations. President Carlston pointed out that the Human Resource Office will keep adjuncts and supervisors informed of hour accumulation and will impose sanctions if necessary. This

consequence, President Carlston explained is necessary because of the federal financial implications if the college is found in violation; he said there is no margin for error. Vice Chair Bushnell asked if supervisors have been monitoring this, and Vice President Dettinger said they have. Chair Alder asked if there were more questions and then entertained a motion to approve the Employee Definitions and Work Hours Policy as presented. Trustee Christensen moved approve. Trustee May seconded the motion, and it carried unanimously.

R401: Associate of Fine Arts - Visual Arts

Dr. Hood reviewed the process of proposing a new program and explained that faculty wondered about proposing a four-year degree in Fine Arts and determined it would be best to instead propose the Associate of Fine Arts, with an emphasis in Visual Arts. Because of the lateness of receiving the information he said that tabling the agenda item to allow trustees more time to review the lengthy document would not be a problem. Chair Alder said she read through the proposal and is excited with the possibilities. Vice Chair Bushnell asked about the number of credits required for this associate degree, and Dr. Hood explained the accreditation requirements and added that the art faculty believe the proposed program of study will best serve students. Vice President Hood commended the art department faculty and said their students were recently commended by judges at a prestigious competition. In an effort to give all trustees more time to review the proposal, Vice Chair Bushnell made a motion to table this agenda item until the next meeting. Trustee Christensen seconded the motion, and it passed unanimously.

General Education Reform

Vice President Hood said an important, current conversation in higher education is general education. He reviewed the history, shared the national discussion, and outlined possibilities for improving "soft skills." Challenges with the current "cafeteria model" were reviewed, and the framework and suggestions for the new model were presented. This semester, for example, Dr. Hood said some faculty members are integrating courses and experimenting with possibilities for improved learning. Dr. Hood said there is a statewide general education initiative, which will be a featured story in local news in January, and he wanted the trustees to know the college is aware of the initiative and is working on a plan. Dr. Hood also shared a document that reviewed what a liberally educated person should be able to do and reviewed the outcomes of potential cornerstone courses. The trustees had a discussion on a holistic approach to general education, and Trustee Barton asked if faculty members are being supportive of the changes. Vice President Hood said, for the most part, faculty are being supportive. He did say there was a misstep with the Communication Department and reported some really like the current cafeteria style. Trustee Barton asked about adding a financial literacy course, and Dr. Hood said he would visit with the math faculty, who have been very supportive of the new model being created.

In other academic affairs news, Vice President Hood reported on an aeronautics proposal Snow College submitted with several other schools in the state. He said they just heard the governor did not include funding in his budget and added that the consortium of schools thought they would lobby the legislature but decided they would wait. He said Boeing will be disappointed and said they will continue to explore opportunities.

Chair Alder asked for an update on the nursing accreditation, and Vice President Hood said Amber Epling, the department chair, received a phone call from one of the evaluators who had a few questions. The evaluator said it was great to be in a place where there is such a high-caliber program that is situated so well. Dr. Hood said the college is still waiting for the final report. Chair Alder recognized some of the personnel challenges Dr. Hood has worked through this semester and thanked him for his hard work and positive leadership.

Trustee Training: Utah Open Meetings Act

Assistant Attorney General Morris Haggerty reviewed the requirements for the Utah Open Meetings Act and reminded the trustees that the public's business should be conducted in the public's eye. In focusing on the "spirit of the law," he said, in the past, politics have been done in the dark, and that's not best practice. He reminded the group of the website where everything is posted beforehand, and noted that recordings are kept so people can know what happened during the meeting. He emphasized the importance of having even the uncomfortable discussions in public and reviewed the few exceptions to the open meetings act. In these narrow exceptions, Mr. Haggerty said specific topics can be discussed in private, but action should be taken in public. He commended the board for their transparency. Chair Alder and President Carlston thanked Mr. Haggerty for his support, expertise, and service to Snow College.

USHE Strategic Plan

President Carlston provided a detailed review of the system's strategic plan, which focuses on the premise that education is important. He highlighted three areas found in the plan: access and participation, college preparation, and affordability. Vice President Mathie shared the recent success of the first diversity Snow Blast, and Vice President Dettinger shared tuition rates from all USHE institutions. President Carlston also shared the percentage rates of students utilizing federal financial aid and said the college was implementing an awareness campaign to increase usage. The trustees engaged in a discussion on college preparedness and brainstormed ways to partner with public education to better serve students. President Carlston agreed to have a similar discussion with the K-16 Alliance. President Carlston thanked trustees for their input and encouraged them to share additional feedback and suggestions. President Carlston also mentioned the "USHE Roles and Authority" document provided in the agenda packets as a reference for the trustees.

Report from the Chair

Chair Alder shared her experience of attending a recent concert at the Eccles Center, and she commended the music faculty members and students. She expressed her appreciation to President Carlston, Dr. Hood, Vice President Mathie, Vice President Dettinger, Patsy Daniels, and Marci Larsen for their dedicated work leading the college.

Report from the President

President Carlston began his report by showing an award recently presented to the college by the Six County Association for the college's economic development efforts. He thanked those involved in this great work and committed to continue exploring ways to better the local economies. The current economic condition, President Carlston said, has presented a few challenges with the new science building. He said the steering committee is working on value-engineering to meet the escalating costs and reported that DFCM has still approved the March 1 construction start date. DFCM also agreed to cover the costs of a new master plan for both campuses, President Carlston said. He again emphasized that this will be a Snow College master plan for both campuses and said VCBO, the hired architectural firm, will do a work session with the board. President Carlston said Rick Wheeler was going to lead the master plan process, but – due to his decision to leave Snow College for an ecclesiastical assignment – Vice President Dettinger will lead the efforts. Mr. Wheeler's departure, President Carlston said may result in some organizational changes as the administration determines the best way to cover the legislative session, a responsibility Rick has had for the past five years. In preparing for the legislative session, President Carlston shared the side-by-side comparison of the USHE 2016-17 operating budget request and the governor's initial budget, and he invited trustees to attend the legislative kick-off meeting on January 15 in the Commissioner's Office. To conclude his report, President Carlston thanked the board members for their service and wished everyone a very merry Christmas.

Meeting Adjournment

The meeting adjourned at 1:06 p.m.